



Transform Don't Trash is a coalition of community, environment and labor groups committed to lessening the impact of waste on our communities.

KNOW YOUR RIGHTS!

According to NYC law, you have the following rights as a worker:

- **The right to payment in accordance with the law.**
The minimum wage is currently \$8.75 in New York and you're entitled to time and one-half of your regular rate for every hour worked above 40 in a week.
- **The right to compensation for injuries at work.**
The law obligates the company, not the hurt worker, to take financial responsibility for workplace injuries.
- **The right to be free of discrimination and harassment.**
No worker may be treated differently because of their race, gender, country of origin, or immigration status, among other things.
- **The right to a healthy and safe workplace.**
Employers must follow rules and regulations governing workplace health and safety.
- **The right to organize together with your co-workers to demand:**
A raise, respectful treatment, a retirement plan, paid sick days, paid vacations, health benefits and/or union membership, regardless of immigration status.

Under federal law, you have the right to organize alongside your co-workers for better working conditions, regardless of your immigration status. Those rights allow you to:

- **Take action** with one or more co-workers to improve your working conditions by raising complaints directly with your employer or a government agency;
- **Join, seek support from, or help organize a union;**
- **Have meetings at lunch-time or break time** in non-work areas on company property;
- **Talk about your working conditions** or unionization or distribute materials on non-work time and non-work areas like locker rooms and break rooms;
- **Hold demonstrations and rallies** about your working conditions or work problems;
- **Be free from harassment**, intimidation or punishment by your employer.

Your employer may not:

- **Fire, discipline, lay off, or cut** your hours or pay for organizing for better working conditions;
- **Spy, or use surveillance** techniques to monitor your activities;
- **Threaten or question you** about your organizing activity;
- **Deny or pressure you** to not join a union or other worker association;
- **Bribe, promise special favors, or grant special permissions** to you in exchange for not organizing to improve your workplace.

If you feel your employer is taking advantage of you or violating the law, contact us at contact@transformdonttrashnyc.org.